

► Work Based Learning Programme - WBL



The Work-Based Learning Programme (WBL, locally known as İŞMEP) is a support scheme implemented under the project [Promoting Decent Work for Syrians under Temporary Protection and Turkish Citizens](#). The project is financed by the Federal Republic of Germany through the KfW Development Bank (KfW) and implemented by the ILO Office for Türkiye in coordination with the Directorate General for International Labour Force (DGILF) of the Ministry of Labour and Social Security (MoLSS).

Through on-the-job and off-the-job training, jobseekers gain access to formal jobs whereas employers benefit from a more qualified workforce.

All employers who operate in Adana, Ankara, Bursa, Denizli, Gaziantep and Istanbul and comply with the labour law and social security obligations, may apply to the scheme.

Such enterprises must:

- ▶ Need new employees
- ▶ Be willing to support training and development
- ▶ Aim to retain the employment of participants after the WBL Programme ends
- ▶ Apply for social security on behalf of both refugee and Turkish citizen employees as well as work permits for refugees



Priority target groups

All job-seeking Syrians under Temporary Protection and Turkish citizens are encouraged to apply to the WBL scheme. The priority target groups include:

- ▶ Unemployed youth
- ▶ Women and persons with disabilities
- ▶ Unemployed graduates of technical and vocational educational training (of apprenticeship, vocational high schools, certification schemes, vocational skill courses) and unemployed university graduates.



▶ **3,000**

beneficiaries (equal numbers of Syrian and Turkish employees) will be working formally until the end of 2025 within the WBL.

Of the beneficiaries:

▶ **30%**

30% will be **women**.

▶ **10%**

10% will be **persons with disabilities**.

▶ **90%**

▶ **10%**

WBL provides up to **90% on-the-job** and at least **10% off-the-job** training.

▶ **6 Months**

WBL trainings last for **six months**.

WBL's objectives are:

- ▶ Develop employees' skills on-the-job.
- ▶ Support decent work opportunities for women, youth and persons with disabilities.
- ▶ Contribute to meeting market needs for qualified labour.



Scope of the financial support

- ▶ Monthly wage subsidy
- ▶ Monthly reimbursement of social security premiums
- ▶ Additional financial support for women and persons with disabilities
- ▶ Childcare services support for women beneficiaries
- ▶ One-time work permit fee reimbursement for refugee trainees



On-the-job trainings are provided by participating companies to develop technical skills specific to the occupation. Off-the-job trainings equip trainees both with vocational and soft skills.



"I studied architecture and I wanted to turn an education I loved into a profession. Thanks to this ILO programme, I did not have to do whatever work, but started working as an architect under formal conditions. We also received various trainings and it was very useful for me".

Morshed Ali, a Syrian employee

As part of the off-the-job training, participants are trained on fundamental principles, rights and obligations at work, ILO standards, core employability skills, occupational safety and health and gender equality. In addition, they participate in the Workplace Adaptation Programme and through the [ILO Academy](#), they undertake Basic Labour Market Skills Training developed by the ILO Office for Türkiye.



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